

Community Management Board Meeting Minutes
For the meeting of 25 April 2001

Agenda

1. Briefing of the Community Management Concept of Operations
2. CIO Community Management Plan Briefing

Meeting Minutes

1. Meeting opened with the Vice Commander covering several topics:
 - The Vice discussed the roll-out of Community Management plans and encouraged the CM Managers to accept responsibility for their communities.
 - Community Managers are accountable for the personnel within their communities. CM staff provides information, tools and processes.
 - Community Managers should thoroughly review the CM Concept of Operations so that everyone has ownership.
 - The Vice would like for NAVFACENGCOM to be a mentoring organization. This shows dedication to our employees, transfers knowledge, and accomplishes the goal of interdependency.
 - Headquarters Employee Survey comments showed a high interest level in the Community Management effort.
2. Capt Katzwinkel then made remarks about today's CM Board agenda.
3. Amy Younts presented the Community Management Concept of Operations.
Items discussed during the briefing include:
 - Logistics Management community within the Command was deferred as a topic for another meeting when changes to communities would be addressed. RADM Gallen's comments during the Retired Flag Officer Conference were discussed and resolved that NAVFAC's philosophy is to develop people and offer career paths as a benefit of federal employment whereas private industry's workforce is more transitional in nature due to the focus on profit/loss.
 - Change language on Slide #8 inside of the bubble, change in the Concept definition to...The management and career development of..., delete the term individual in Slide #13, add a "Why" bullet to Slide #9, and change Slide #15 to delete the terminology "competency-based."
4. CIO Community Management Plan approval was postponed to next CM Board meeting.

Actions:

- CM Advocates to continue developing their CM plans.

Tasks:

- CM Board members should review the Concept of Operations for any additions to the NAVFAC communities and provide comments to the CM directorate..
- Vice tasked Amy Younts and Joy Bird to change the language in Slides #4 and #15 from competency-based to clearer terminology.

Meeting was adjourned at 1530. Agenda item #2 was not presented.

Next Meeting: May 8th, 1400

Potential Future Topics:

- Definition of wage grade community and identification of the associated community manager.
- CM Plan template approval
- Mentoring
- RII - feedback and assessment of impact on NAVFAC.

Joy A. Bird